Course Descriptions Exchange 2022-2023

Course Title	Organisational Change and Consultancy
Course Code	EBC4047
ECTS Credits	6,5
Assessment	Whole/Half Grades

Period

Period	Start	End	Mon	Tue	Wed	Thu	Fri
1	5-9-2022	21-10-2022	X			X	

Level	Advanced
Coordinator	Hannes Günter For more information:h.guenter@maastrichtuniversity.nl
Language of instruction	English
Goals	You will learn about different mechanisms that cause organisations to change. We also deal with the effects of change and the role that management consultants can and cannot play in the change process.
Description	PLEASE NOTE THAT THE INFORMATION ABOUT THE TEACHING AND ASSESSMENT METHOD(S) USED IN THIS COURSE IS WITH RESERVATION. A RE-EMERGENCE OF THE CORONAVIRUS AND NEW COUNTERMEASURES BY THE DUTCH GOVERNMENT MIGHT FORCE COORDINATORS TO CHANGE THE TEACHING AND ASSESSMENT METHODS USED. THE MOST UP-TO-DATE INFORMATION ABOUT THE TEACHING/ASSESSMENT METHOD(S) WILL BE AVAILABLE IN THE COURSE SYLLABUS. This course aims at furthering students' understanding of the development of organisations over time and how this development may or may not be influenced or even be "managed". The course consists of two parts. First, we look at change "from the outside in". A broad overview is provided of the theoretical and empirical literature on the nature of organisational change and the processes involved. In the second part of the course, we study organisational interventions by management consultants. We study the consultancy industry, learn to differentiate among types of management consultants, and assess the challenges that consultants and clients face.
Literature	Academic articles from top-tier journals, such as, Academy of Management Review, Academy of Management Journal, and Organization Science.
Prerequisites	Standard Organisation Theory as in, for instance, Daft (2010): Organisation Theory and Design Courses and workload are very demanding for all IB Master courses. Exchange students need to have obtained a Bachelor degree in business. Exchange students need to major in organisation in their Master. An advanced level of English.
Teaching methods	PBL / Presentation / Lecture / Groupwork
Assessment methods	Participation / Written Exam / Assignment / Presentation
Evaluation in previous academic year	For the complete evaluation of this course please click http://iwio-sbe.maastrichtuniversity.nl/rapporten.asp?referrer=codeUM

This course belongs to the following programme / specialisation

Master Business Research - No specialisation	Year 1 Disc - IB Org: Mgmt, Change and Consultancy
Master Business Research - Operations Research	Year 1 Elective Course(s)
Master Business Research - Operations Research	Year 2 Elective Course(s)
Master Human Decision Science	Elective Course(s)
Master International Business - Organisation: Management, Change and Consultancy	Compulsory Course(s)
Master Learning and Development in Organisations	Compulsory Course(s)
SBE Exchange Master	Master Exchange Courses
SBE Non Degree Courses	Master Courses